

Union Calendar No. 134

103D CONGRESS
1ST SESSION

H. R. 2751

[Report No. 103-243]

A BILL

To amend title 5, United States Code, to provide for the granting of leave to Federal employees wishing to serve as bone-marrow or organ donors, and to allow Federal employees to use sick leave for purposes relating to the adoption of a child.

SEPTEMBER 15, 1993

Reported with amendments, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

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IN THE HOUSE OF REPRESENTATIVES

JULY 27, 1993

Mr. ACKERMAN (for himself, Mr. HOYER, Mr. WOLF, Mr. YOUNG of Florida, Mr. HYDE, and Mrs. MORELLA) introduced the following bill; which was referred to the Committee on Post Office and Civil Service

SEPTEMBER 15, 1993

Reported with amendments, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Omit the part struck through and insert the part printed in italic]

A BILL

To amend title 5, United States Code, to provide for the granting of leave to Federal employees wishing to serve as bone-marrow or organ donors, and to allow Federal employees to use sick leave for purposes relating to the adoption of a child.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Federal Employees
3 Humanitarian Leave Act of 1993”.

4 **SEC. 2. AVAILABILITY OF PAID LEAVE TO SERVE AS A**
5 **BONE-MARROW OR ORGAN DONOR.**

6 (a) IN GENERAL.—Subchapter II of chapter 63 of
7 title 5, United States Code, is amended by adding at the
8 end the following:

9 **“§ 6327. Absence in connection with serving as a**
10 **bone-marrow or organ donor**

11 “(a) An employee in or under an Executive agency
12 is entitled to leave without loss of or reduction in pay,
13 leave to which otherwise entitled, credit for time or service,
14 or performance or efficiency rating, for the time necessary
15 to permit such employee to serve as a bone-marrow or
16 organ donor.

17 “(b) Not to exceed 7 days of leave may be used under
18 this section by an employee in a calendar year.

19 ~~“(c) The Office of Personnel Management may pre-~~
20 ~~scribe regulations for the administration of this section.~~

21 ~~“(d) Leave under this section may not be used after~~
22 ~~September 30, 1995.”.~~

23 *“(c) The Office of Personnel Management may pre-*
24 *scribe regulations for the administration of this section.”.*

1 (b) TECHNICAL AMENDMENTS.—(1) Section 6129 of
 2 title 5, United States Code, is amended by inserting
 3 “6327,” after “6326,”.

4 (2) The table of sections for chapter 63 of title 5,
 5 United States Code, is amended by adding after the item
 6 relating to section 6326 the following:

“6327. Absence in connection with serving as a bone-marrow or organ donor.”.

7 **SEC. 3. USE OF SICK LEAVE IN ADOPTING A CHILD.**

8 (a) IN GENERAL.—Section 6307 of title 5, United
 9 States Code, is amended—

10 (1) by redesignating subsection (c) as sub-
 11 section (d);

12 (2) by inserting after subsection (b) the follow-
 13 ing:

14 ~~“(c)(1) Sick leave provided by this section may be~~
 15 ~~used for purposes relating to the adoption of a child.~~

16 ~~“(2) Sick leave may not be used for purposes relating~~
 17 ~~to the adoption of a child, pursuant to this subsection,~~
 18 ~~after September 30, 1995.”; and~~

19 *“(c) Sick leave provided by this section may be used*
 20 *for purposes relating to the adoption of a child.”; and*

21 (3) in subsection (d) (as so redesignated by
 22 paragraph (1)), by inserting “or for purposes relat-
 23 ing to the adoption of a child,” after “ailment,”.

1 (b) TECHNICAL AMENDMENT.—Section 6129 of title
2 5, United States Code, is amended by striking “6307 (a)
3 and (c),” and inserting “6307 (a) and (d),”.

4 (c) ELECTION TO HAVE ANNUAL LEAVE RE-
5 STORED.—(1) The Office of Personnel Management shall
6 prescribe regulations under which any employee who used
7 or uses annual leave for an adoption-related purpose, after
8 September 30, 1991, and before the date as of which sick
9 leave first becomes available for such purpose as a result
10 of the enactment of this section, may, upon appropriate
11 written application, elect to have such employee’s leave ac-
12 counts adjusted to reflect the amount of annual leave and
13 sick leave, respectively, which would remain had sick leave
14 been used instead of all or any portion of the annual leave
15 actually used, as designated by the employee.

16 (2) An application under this subsection may not be
17 approved unless it is submitted—

18 (A) within 1 year after the date of the enact-
19 ment of this Act or such later date as the Office
20 may prescribe;

21 (B) in such form and manner as the Office
22 shall require; and

23 (C) by an individual who is an employee as of
24 the time of application.

1 (3) For the purpose of this subsection, the term “em-
2 ployee” has the meaning given such term in section
3 6301(2) of title 5, United States Code.